

# The Workplace and Health

July 2016



# THE WORKPLACE AND HEALTH

## EXECUTIVE SUMMARY

A new poll of working adults<sup>1</sup> in the U.S. by National Public Radio, the Robert Wood Johnson Foundation, and Harvard T.H. Chan School of Public Health was conducted to examine workers' perceptions of health problems, experiences, issues, and challenges in the workplace. This poll sought to answer seven main questions related to health in the workplace:

1. What relationship do adults see between their workplace and their health?
2. What health benefits are offered to workers to improve their personal health, do workers use these benefits, and what are the reasons why they use or do not use these benefits?
3. What are the experiences of those who are working while they are sick or are caring for sick family members?
4. How does the workplace affect the health of different types of workers, including shift workers, workers in dangerous jobs, disabled workers, and workers in low-paying jobs?
5. How do jobs impact workers' levels of stress?
6. How do adults rate their workplace in terms of supporting their health?
7. How do paid vacation benefits in the U.S. compare to Europe?

The findings of this survey demonstrate that a significant portion of working adults say that their current job impacts their health. In particular, a considerable share of working adults believe their current job affects their overall health, family life, social life, stress level, weight, eating habits, and sleeping habits. Almost half of all working adults give their workplace only fair or poor ratings in its efforts to reduce their stress. In particular, a majority of workers in low-paying jobs, dangerous jobs, disabled workers, workers in medical and restaurant jobs, and people who work 50 or more hours per week in their main job say their job has a bad impact on their stress level.

Working adults in our sample lived up to America's reputation for being 'workaholics,' as almost two-thirds of them say they often or sometimes work overtime or on the weekends, and about one in five say they work 50 or more hours per week in their main job. Despite most working adults being offered paid vacation days by their workplace, less than half of all workers who receive paid vacation days have used all or most of them in the past year. On the issue of paid vacation, the U.S. also stacks up poorly compared to Europe: while nine in ten full-time working adults in the European Union (EU) have at least four weeks' of paid vacation,<sup>2</sup> less than four in ten full-time workers in the U.S. say that they are offered this same benefit.

A majority of working adults say they still go to work when they are sick. Half of restaurant workers and more than half of workers in medical jobs say they still go to work always or most of the time when they have a cold or the flu. Many workers have also had experiences in caring for family members who were seriously ill, injured, or disabled while working at their current job.

Overall, a majority of working adults say their workplace provides a healthy work environment, most say their workplace is supportive of them taking steps to improve their personal health, and about half say their workplace offers formal wellness or health improvement programs to help keep themselves healthy.

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<sup>1</sup> This sample includes adults working full- or part-time in the U.S.; excludes self-employed workers and those who work less than 20 hours/week in their main job.

<sup>2</sup> 2014 Eurobarometer Survey

# THE WORKPLACE AND HEALTH

## TABLE OF CONTENTS

### THE WORKPLACE AND HEALTH FOR...

...WORKERS IN LOW-PAYING JOBS.....	3
...WORKERS IN DANGEROUS JOBS.....	4
...“WORKAHOLICS” (50+ HRS/WEEK IN MAIN JOB) .....	5
...MILLENNIAL WORKERS.....	6
...SHIFT WORKERS.....	7
...WORKERS WITH DISABILITIES.....	8
... WOMEN VERSUS MEN.....	9
... RACIAL/ETHNIC MINORITIES.....	10
THE WORKPLACE AND OVERALL HEALTH.....	11
WORKPLACE BENEFITS TO IMPROVE HEALTH.....	15
DANGEROUS JOBS: PHYSICAL SAFETY IN THE WORKPLACE.....	19
WORKPLACE STRESS AND HEALTH.....	21
SHIFT WORK AND HEALTH.....	26
WORKING LONG HOURS.....	27
WORKING FROM HOME.....	28
WORKING WHEN CARING FOR A SICK FAMILY MEMBER.....	29
SUPPORT FOR YOUR HEALTH IN THE WORKPLACE.....	31
IMPROVING PERSONAL HEALTH IN THE WORKPLACE.....	35
WORKPLACE WELLNESS PROGRAMS.....	37
METHODOLOGY.....	39

## THE WORKPLACE AND HEALTH FOR WORKERS IN LOW-PAYING JOBS

Working adults in low-paying jobs<sup>3</sup> (16% of those who work 20+ hours per week) report very different experiences with health in the workplace compared to those in average- (59%) and high-paying (24%) jobs. For example:

- **More of those in low-paying jobs say they face dangerous working conditions compared to those in high-paying jobs. Forty-five percent (45%) of workers in low-paying jobs say they ever face potentially dangerous situations at work, compared to 33% of workers in high-paying jobs.**
- **Over half (51%) of workers in low-paying jobs say their job has a bad impact on their stress level (compared to 41% of workers in average- and high-paying jobs). In addition, 38% of workers in low-paying jobs say it has a bad impact on their sleeping habits, and 35% say it has a bad impact on their eating habits.**
- **Adults in low-paying jobs are more likely to say they go to work when sick. Almost two-thirds of working adults (65%) say they still go to work always or most of the time when they have the flu, compared to 55% of those in average-paying jobs and 48% of those in high-paying jobs.**
- Adults in low-paying jobs have fewer workplace benefits than those in average- and high-paying jobs. For example, while 80% of workers in average- and high-paying jobs say they are offered paid vacation days, only 53% of those in low-paying jobs are offered these benefits. While 72% of workers in average- and high-paying jobs say their work offers them paid sick days, only 38% of those in low-paying jobs say this. The vast majority of workers in average- and high-paying jobs (84%) say their work offers them health insurance, compared to 60% of those in low-paying jobs.
- Workers in low-paying jobs rate their workplace efforts for new parents worse than workers in high-paying jobs. Less than half (48%) of those in low-paying jobs rate their workplace efforts as excellent or good to address the needs of new parents, compared to 73% of those in high-paying jobs.
- Adults in low-paying jobs are also more likely to report ever caring for family members who have been seriously ill, injured, or disabled while in their current job. Almost four in ten (38%) working adults in low-paying jobs say they have ever cared for a sick family member while in their current job, compared to 26% of adults in average- and high-paying jobs.
- Adults in low-paying jobs give lower ratings to the efforts of their workplace to provide health measures compared to those in higher-paying jobs. For example, a majority (60%) of those in low-paying jobs rated their workplace as only fair or poor in providing healthy food options at work (compared to 42% of those in average- and high-paying jobs), and 53% of workers in low-paying jobs also rated their workplace as only fair or poor in providing opportunities for physical exercise (compared to 43% of those in average- and high-paying jobs).
- More people in low-paying jobs say their workplace is unsupportive of their health, compared to people in higher-paying jobs. While just 7% of those in average- and high-paying jobs say their workplace is unsupportive of them taking steps to improve their personal health, 20% of those in low-paying jobs say their workplace is unsupportive of them taking steps to improve their personal health.

<sup>3</sup> This measure is self-reported job pay. Workers were asked, "Do you see yourself as having a low-paying job, a high-paying job, or an average-paying job?"

## THE WORKPLACE AND HEALTH FOR WORKERS IN DANGEROUS JOBS

Four in ten working adults (40%) say they often or sometimes face potentially dangerous situations in their current work. These workers often report having atypical experiences of health in the workplace. For example:

- **Among those who ever face potentially dangerous situations in their current work, 25% say their workplace is not actively working to reduce these dangerous conditions.**
- **Over half of workers in dangerous jobs (52%) say their job has a bad impact on their stress level, while 38% say it has a bad impact on their sleeping habits, and 35% say it has a bad impact on their eating habits.**
- **Some types of jobs are more dangerous than others. More than three-quarters of those working in construction or outdoors (76%) say they often or sometimes face potentially dangerous situations at work, as do a majority of those working in medical jobs (58%), warehouses (56%), and factories or manufacturing work (52%).**
- Six in ten workers in dangerous jobs (60%) rate the efforts of their workplace to reduce stress as only fair or poor, compared to 43% of workers not in dangerous jobs.
- Four in ten workers in dangerous jobs (40%) believe there is something about their workplace that may be harmful to their health. The top concerns among these workers are chemicals and other contaminants, accidents or injuries, and unhealthy air.
- More than one in four workers in dangerous jobs (28%) say they have experienced a great deal of stress at work in the past year, compared to 14% of workers in jobs that are not dangerous.
- Men (47%) are more likely than women (32%) to say they ever face potentially dangerous situations at work.
- More than one-third of workers in dangerous jobs (35%) rate their workplace as only fair or poor in providing a healthy work environment, compared to 16% of workers not in dangerous jobs.
- More than half of workers in dangerous jobs (54%) rate their workplace as only fair or poor in providing healthy food options at work, compared to 28% of workers not in dangerous jobs.
- One in five workers in dangerous jobs (20%) say their employer does not provide a smoke-free work environment, compared to 8% of workers not in dangerous jobs.
- Overall, 84% of those in dangerous jobs say their workplace is supportive of them taking steps to improve their personal health, while 15% of those in dangerous jobs say their workplace is unsupportive.

## THE WORKPLACE AND HEALTH FOR “WORKAHOLICS”

About one in five (19%) working adults say they work 50 or more hours per week in their main job,<sup>4</sup> designated in this report as “workaholics.” These workers tend to have different experiences of health in the workplace compared to those who work fewer hours. For example:

- **When given a list of possible reasons why they work 50+ hours per week, a majority of these workers (56%) say they do so because it’s important for their career to work longer hours, while 50% say they enjoy it, and just 37% say it is because they need the money.**
- **A majority of those who work 50+ hours per week (57%) say their job has a bad impact on their stress level, while 45% say it has a bad impact on their sleeping habits, and 43% say it has a bad impact on their eating habits.**
- **When given a list of major reasons why they did not use all of their paid vacation days, 49% of those who work 50+ hours per week say their workload made it too hard to take a vacation, compared to just 21% of those who work 20-49 hours per week. Forty-five percent of workaholics (45%) say they wanted to save their paid vacation days for some other time, 42% say there wouldn’t be enough people to cover their work, and 35% say working more would help them get ahead at work.**
- Those who say they work 50+ hours per week in their main job are more likely to be men, have household incomes of at least \$50,000 per year, have at least a college education, and hold high-paying jobs.
- More than one-third (35%) of those who work 50+ hours per week say they have experienced a great deal of stress in the past 12 months.
- Among those whose workplace offers paid vacation days, half of adults who work 50+ hours per week say they took all (36%) or most (14%) of their paid vacation days in the past year. A majority (52%) say they often or sometimes work while they are on vacation.
- Among those whose workplace offers paid sick days, only 15% of adults who work 50+ hours per week say they took all or most of their paid sick days in the past year, compared to 23% of adults who work 20-49 hours per week.
- When given a list of major reasons why they did not use all of their paid sick days, 71% of those who work 50+ hours per week say they weren’t sick often enough to use all of their sick days, compared to 74% of those who work 20-49 hours per week. About four in ten workaholics (39%) say there wouldn’t be enough people to cover their work, while 32% say their workload made it too hard to take sick days off, 25% say working more would help them get ahead at work, and 26% say they wanted to save them for some other time.

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<sup>4</sup> Does not include those who work 50+ hours in multiple jobs.

## THE WORKPLACE AND HEALTH FOR MILLENNIALS

We surveyed Millennials (workers ages 18-34), to understand their experiences of health in the workplace. Millennials (36% of those who work 20+ hours per week) report some different experiences of health in the workplace compared to workers ages 35+ (62% of those who work 20+ hours per week), including:

- **Millennials are more likely to say they are working part-time, compared to workers ages 35+ (22% to 12%).**
- **Millennials are more likely than workers ages 35+ to say they often work overtime or on weekends (48% to 37%).**
- **Compared to workers ages 35+, Millennials are less likely to report that their employer offers paid personal days (57% to 64%), paid vacation days (69% to 80%), paid sick days (61% to 69%), and health insurance (74% to 84%).**
- Millennials are more likely than workers ages 35+ to say their job has a bad impact on their sleeping habits (32% to 24%) and eating habits (32% to 26%).
- Millennials are more likely than workers ages 35+ to say their job has a good impact on their weight (23% to 17%).
- Millennials are mixed in their views on how their jobs impact their social lives. While 32% of Millennials say their job has a good impact on their social life, 23% say their job has a bad impact on their social life. Millennials are more likely to say both that their job has a good impact and bad impact on their social life, compared to workers ages 35+.
- The majority of Millennials (62%) say they work in average-paying jobs, while 18% of Millennials say they work in low-paying jobs, and 19% say they work in high-paying jobs.
- Among Millennials who are married or living with a partner, 83% say their spouse or partner is employed.
- Overall, 90% of Millennials say their workplace is supportive of them taking steps to improve their personal health, while 9% say their workplace is unsupportive.

## THE WORKPLACE AND HEALTH FOR SHIFT WORKERS

Adults who work alternative shifts (including varying shifts, night shifts, and weekend shifts) say they have somewhat different experiences of health in the workplace compared to those who work regular day-time schedules. Twelve percent (12%) of working adults say they mainly work outside of daytime hours, including varying shifts (7%), at night (4%), and on weekends (1%).

- **Among those who mainly work at night, on weekends, or in varying shifts, a majority say they do so because it is mandatory for their job (60%) and it is the best job they can find (53%), while half say it pays better than other jobs (50%). Other reasons include that it is better for their lifestyle (39%), and it makes it easier to care for their family (38%).**
- **Shift workers are more than twice as likely as daytime workers to say their current job is bad for their sleeping habits (46% to 24%).**
- **Shift workers are also more likely than daytime workers to say their current job is bad for their eating habits (37% to 27%), their social life (25% to 16%), and their family life (25% to 16%).**
- **More than six in ten shift workers (61%) say they still go to work when they have a cold or the flu always or most of the time.**
- Shift workers are more likely to say they work part-time jobs compared to daytime workers (24% to 14%).
- A majority of shift workers also say they often or sometimes face potentially dangerous situations at work (54%), compared to 38% of daytime workers who say they ever face these situations.
- Workers under age 30 are more likely to say they work alternative shifts (17%) compared to those ages 30+ (11%). In addition, workers with self-described low-paying jobs are more likely to say they work alternative shifts (19%) compared to those working in average- or high-paying jobs (11%).
- A majority of shift workers (54%) give only fair or poor ratings to their workplace in terms of providing healthy food options at work, compared to 44% of daytime workers.
- More than one in five shift workers (20%) say their employer does not provide a smoke-free work environment, compared to 11% of daytime workers.
- Overall, 87% of shift workers say their workplace is supportive of them taking steps to improve their personal health, while 13% say their workplace is unsupportive.



## THE WORKPLACE AND HEALTH FOR WORKERS WITH DISABILITIES

Among all full- or part-time working adults in our sample, 8% say they have a disability or handicap that keeps them from participating fully in work, school, housework, or other activities. Workers with a disability report experiencing some dramatically different experiences of health in the workplace, including:

- **30% of disabled workers say they think their current job is bad for their disability, 16% of disabled workers say they think their current job is good for their disability, and 54% of disabled workers say it has no impact one way or another.**
- **Over six in ten disabled workers (62%) say their job has a bad impact on their stress level, compared to 41% of workers without disabilities.**
- **A majority of disabled workers (55%) rate their workplace as only fair or poor in terms of providing a healthy work environment, compared to only 21% of non-disabled workers.**
- A majority of disabled workers also rate their workplace as only fair or poor in terms of offering healthy food options at work (57%) and opportunities for physical exercise at work (58%).
- 40% of disabled workers say their job has a bad impact on their sleeping habits, compared to 26% of workers without disabilities.
- 39% of disabled workers say their job has a bad impact on their eating habits, compared to 27% of workers without disabilities.
- 35% of disabled workers say their job has a bad impact on their overall health, compared to 15% of workers without disabilities.
- 34% of disabled workers say their job has a bad impact on their social life, compared to 15% of workers without disabilities.
- More than one-third (38%) of disabled workers say they have experienced a great deal of stress at work in the past 12 months, compared to 18% of workers without disabilities.
- A majority of disabled workers (60%) rate the efforts of their workplace to reduce stress in their job as only fair or poor.
- Overall, 23% of disabled workers say their workplace is unsupportive of them taking steps to improve their personal health, compared to 8% of workers without disabilities.
- While one-third (36%) of disabled workers say their workplace policies have been helpful to them in managing their health problems, 15% say their workplace policies have been harmful to them.

## THE WORKPLACE AND HEALTH

### EXPERIENCES OF WOMEN VERSUS MEN

This survey found relatively few gender differences between women and men in their experiences of health in the workplace. Major differences include different health concerns, different types of jobs, and different experiences of danger, stress, and family issues between men and women in the workplace. For example:

- **Women are more likely than men to say that they are in low-paying jobs (19% to 13%), while men are more likely than women to say they are in high-paying jobs (28% to 19%).**
- **Women are more likely than men to say they have ever had to care for a family member who was seriously ill, injured, or disabled while in their current job (33% to 24%).**
- **While similar proportions of men and women work from home at least once per week, and similar proportions of men and women say working from home is good for their health, double the proportion of women than men who work from home at least once per week say working from home is bad for their health (23% to 10%).**
- A higher percentage of men say they are working full-time compared to women (89% to 79%), while a higher percentage of women say they are working part-time compared to men (21% to 11%).
- 46% of working women say their job has a bad impact on their stress level, compared to 40% of men.
- More than one in four working women (27%) say their job has a bad impact on their weight, compared to just 18% of working men.
- Men are more likely than women to say their job has a good impact on their family life (35% to 28%).
- Men are more likely than women to say they ever face potentially dangerous situations at work (47% to 32%).

## THE WORKPLACE AND HEALTH

### EXPERIENCES OF RACIAL/ETHNIC MINORITIES

In describing their experiences of health in the workplace, black workers and Hispanic workers<sup>5</sup> differ from white workers on several measures. For example:

- **Black working adults are less likely (20%) than Hispanic and white workers (30% and 30%) to say they think their current job is good for their overall health.**
- **Black workers also give worse ratings to their workplace on efforts to provide a healthy working environment compared to white workers. More than one-third (37%) of black workers say their workplace efforts to provide a healthy working environment are fair or poor, while 21% of white workers and 26% of Hispanic workers share this view.**
- **While in their current job, black working adults (41%) are more likely than whites (28%) or Hispanics (20%) to say they have ever had to care for a family member who was seriously ill, injured, or disabled.**
- A majority of black (59%) and Hispanic (51%) working adults rate the efforts of their workplace to reduce stress as fair or poor, while 47% of whites give this rating to their workplace.
- Among working adults, a larger share of white workers (91%) say their workplace is supportive of them taking steps to improve their personal health, compared to black (85%) and Hispanic (83%) workers.
- Black working adults give worse ratings to the efforts of their workplace to address the needs of new parents compared to white working adults. More than one-third (36%) of black workers say their workplace efforts to address the needs of new parents are only fair or poor, compared to 26% of white workers and 32% of Hispanic workers.
- Black and Hispanic working adults are also more likely than whites to say their employer does not provide a smoke-free working environment. More than one in four Hispanic workers (26%) and one in five black workers (20%) say their employer does not provide a smoke-free working environment, while just 9% of white workers say their employer does not provide a smoke-free working environment.
- Compared to white workers, fewer Hispanic workers say their workplace offers formal wellness or health improvement programs (39% to 55%).
- Among working adults, whites are more likely (47%) than blacks (37%) or Hispanics (32%) to say they think their current job is bad for their stress level.
- Black workers (24%) are more likely than white (14%) or Hispanic (18%) workers to say they are in low-paying jobs.
- White workers (28%) are more likely than black (13%) or Hispanic (18%) workers to say they are in high-paying jobs.

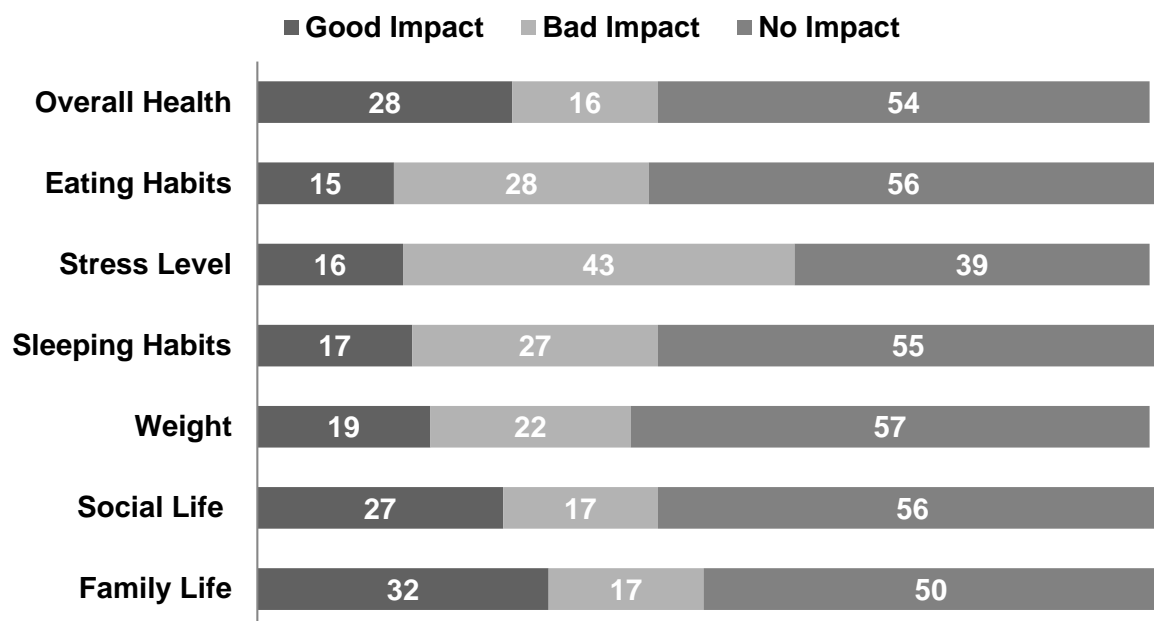
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<sup>5</sup> In this report, black workers and white workers refer to non-Hispanic blacks and non-Hispanic whites. Hispanic workers refers to anyone who identifies as Hispanic or Latino.

## THE WORKPLACE AND OVERALL HEALTH

This survey sought the views of working adults in the U.S. (adults ages 18+ working at least 20 hours per week; excludes self-employed). We asked working adults about various aspects of their workplace and their health, and whether their current job is good, bad, or has no impact on various aspects of their lives (displayed in Figure 1).

FIGURE 1. Do you think your current job is good or bad for your [INSERT ITEM], or does it not have an impact one way or another?



Base: Q15. Total sample (n=1,601). Note: Percentages may not add up to 100% because of DK/Ref.

### 44% SAY THEIR JOB AFFECTS THEIR OVERALL HEALTH

About four in ten working adults (44%) say their current job affects their overall health, and more than four in ten also say their job affects their family life, social life, stress level, weight, eating habits, and sleeping habits. Among those who say their job impacts their overall health, more people say their job is good than bad for their health (28% to 16%).

### WHICH WORKERS SAY THEIR JOB HAS A BAD IMPACT ON THEIR HEALTH?

Some working adults say their current job has a bad impact on their overall health. This includes more than one in five working adults with disabilities (35%), in dangerous jobs (27%), in low-paying jobs (26%), ever cared for sick family members (23%), with chronic illnesses (24%), working 50+ hours per week (25%), and working in retail outlets (26%), construction or outdoor work (23%), or factory or manufacturing jobs (21%).

TABLE 1. Do you think your current job is good or bad for your **overall health**, or does it not have an impact one way or another?

	<b>Bad Impact %</b>
<b>All</b>	<b>16</b>
<b>Job Pay</b>	
Low-Paying Job	26
Average-Paying Job	14
High-Paying Job	14
<b>Ever cared for sick family member while in current job</b>	
Yes	23
No	13
<b>Type of Job</b>	
Retail outlet	26
Construction/ Outdoor work	23
Factory or manufacturing	21
Medical	19
Store	16
Warehouse	15
Restaurant	13
Office	13
School	10
<b>Dangerous Jobs</b>	
Yes	27
No	9
<b>Chronic Illness</b>	
Yes	24
No	13
<b>Disability</b>	
Yes	35
No	15
<b>Hours of work per week</b>	
50+	25
35-49	15
30-34	20
20-29	7

Base: Q15. Total sample (n=1,601). Percentages shown for sub-categories.

## MORE THAN ONE IN FOUR SAY THEIR JOB IS GOOD FOR THEIR FAMILY OR SOCIAL LIVES

Almost half of working adults (49%) also say that their current job impacts their family life, including almost double (32%) who say it is good for their family life compared to those who say it is bad for their family life (17%). More than one in four workers (27%) also say that their job is good for their social life, while 17% say it is bad for their social life.

## MORE THAN ONE IN FOUR SAY THEIR JOB IS BAD FOR THEIR SLEEPING OR EATING HABITS

More than one in four working adults say their job is bad for their eating habits (28%) and sleeping habits (27%), compared to 15% and 17% who say their job is good for their eating habits and sleeping habits, respectively. About equal proportions of working adults say their current job is good (19%) and bad (22%) for their weight.

## BIGGEST HEALTH CONCERNS WITH THE WORKPLACE

While three-quarters of working adults do not believe there is anything about their workplace that may be harmful to their health, about one in five (22%) adults say there is something about their workplace that they think may be harmful to their health. While there are no differences by gender or the pay of jobs, there are significant differences by the type of job that adults work. Those in construction or other outdoor jobs, medical jobs, and factory or manufacturing jobs are more than twice as likely as those working in office or retail jobs to say there is anything about their workplace that they think may be harmful to their health.

TABLE 2. Is there anything about your workplace that you think may be harmful to your health, or not?

	Yes %
<b>All</b>	<b>22</b>
<b>Type of Job</b>	
Construction/ Outdoor work	43
Medical	34
Factory or manufacturing	30
Restaurant	21
School	21
Warehouse	17
Store	16
Office	12
Retail outlet	7
<b>Dangerous Jobs</b>	
Yes	40
No	11

Base: Q7a. Total sample (n=1,601). Percentages shown for sub-categories.

Among those with health concerns about their workplace, the top 5 most frequently cited health concerns mentioned are chemicals and other contaminants (30%), unhealthy air (13%), accidents or injuries (12%), stress (11%), and the sedentary nature of their job (6%). These concerns also vary widely by job type. For example, the most frequently mentioned concerns of office workers are stress (26%) and sitting too much (24%), while construction and outdoor workers mentioned chemicals and other contaminants (30%) and accidents or injuries (22%) most often.

TABLE 3. Among Workers with Any Health Concerns With Their Workplace,  
Top 5 Most Frequently Mentioned Biggest Health Concerns in the Workplace (Open-Ended)

<b>Top 5 Concerns</b>	<b>%</b>
1. Chemicals and other contaminants	30
2. Unhealthy Air	13
3. Accidents or Injuries	12
4. Stress	11
5. Lack of exercise/sedentary job	6

Base: Q7b. Full- or part-time workers who say there is something about their workplace they think may be harmful to their health (n=361)

## WORKPLACE SUPPORT FOR IMPROVING YOUR PERSONAL HEALTH

When asked how supportive your workplace is of you taking steps to improve your personal health, a majority of working adults (54%) say their workplace is very supportive. About one-third (35%) say their workplace is somewhat supportive, while 5% say their workplace is somewhat unsupportive, and 4% say their workplace is very unsupportive of them taking steps to improve their personal health.

However, this finding differs by worker pay. While just 5% of those in high-paying jobs say their workplace is unsupportive of them taking steps to improve their personal health, 9% of those in average-paying jobs, and 20% of those in low-paying jobs say their workplace is unsupportive of them taking steps to improve their personal health.

## WORKPLACE BENEFITS TO IMPROVE HEALTH

When we asked Americans which benefits or services their workplace made available to them, working adults indicated a variety of workplace benefits are available to improve their health. A majority of working adults say their workplace offers them health insurance (80%), paid vacation days (75%), paid sick days (66%), disability insurance (64%), and paid personal days (61%). About one in three working adults (32%) say their workplace offers them on-site medical care.

TABLE 4. Workplace Benefits

Does your workplace offer you...?	All Workers % Yes	Full-Time % Yes	Part-Time % Yes
Health insurance	80	87	44
Paid vacation days	75	83	35
Paid sick days	66	73	32
Disability insurance	64	71	29
Paid personal days	61	68	22
On-site medical care	32	34	22

Base: Q8. Total sample (n=1,601)

### WHO USES THEIR PAID VACATION DAYS?

Despite the fact that a majority of working adults (75%) say their workplace offers them paid vacation days, less than half of all workers who received paid vacation days used all (35%) or most (14%) of them. Thirty-one percent (31%) used only some of the paid vacation days they received, while 17% of workers used none of their paid vacation days in the past 12 months. While a majority of working adults in average- or high-paying jobs took all or most of their paid vacation days, less than four in ten working adults in low-paying jobs took all or most of their paid vacation days.

TABLE 5. Who uses all or most of their paid vacation days?

Percentage of full- or part-time workers who say they use **all** or **most** of their paid vacation days

	%
<b>All</b>	<b>49</b>
Men	52
Women	48
<b>Job Pay</b>	
Low Paying Jobs	39
Average Paying Jobs	51
High-Paying Jobs	52

Base: Q9. Workers whose place of work offers paid vacation days (n=1,219).

Percentages shown for sub-categories.



## WHY DON'T WORKERS TAKE ALL OF THEIR VACATION DAYS?

When given a list of major reasons why they did not take all of their paid vacation days, a majority say they wanted to save them for some other time (60% of working adults with paid vacation days who did not use them all). Fewer adults say they did not use all of their paid vacation because there wouldn't be enough people to cover their work (32% of working adults with paid vacation days who did not use them all), their workload made it too hard to take a vacation (28%), and working more would help them get ahead at work (25%).

## PAID SICK DAYS

Two-thirds of full- or part-time employed workers (66%) say their workplace offers them paid sick days. While a majority of workers in average-paying jobs (68%) and high-paying jobs (80%) say their workplace offers them paid sick days, only 38% of workers in low-paying jobs say their workplace offers them this benefit. While over half of workers in office jobs, medical jobs, schools, warehouses, factories or manufacturing facilities, retail outlets, or stores say their job offers them paid sick leave, only 42% of those in construction/outdoor jobs and 22% of those in restaurant jobs say their workplace offers them this benefit.

However, workers infrequently use all of these benefits. Just 16% of workers have used all of their paid sick days in the past year, while 6% used most, 45% used only some, and 32% used none.

TABLE 6. Who uses most or all of their paid sick days?

Percentage of full- or part-time workers who say they use **all** or **most** of their paid sick days

	%
<b>All</b>	<b>22</b>
Men	18
Women	24
<b>Job Pay</b>	
Low Paying Jobs	23
Average Paying Jobs	23
High-Paying Jobs	17

Base: Q10. Workers whose place of work offers paid sick days (n=1,107).

Percentages shown for sub-categories.

## WHY DON'T WORKERS TAKE ALL OF THEIR SICK DAYS?

When given a list of reasons why they did not take all of their paid sick days, a majority of workers who had paid sick days and did not use them all (73%) say they weren't sick enough to use all of their sick days. More than one-third (37%) say wanting to save them for another time is a major reason why they did not take all of their paid sick days, while 28% say there wouldn't be enough people to cover their work, 20% say their workload made it too hard to take sick days off, and 20% say working more would help them get ahead at work.

## WORKING OVERTIME, ON VACATION, AND ON WEEKENDS

Working adults in our sample lived up to America's reputation for being 'workaholics,' as a majority of working adults (64%) say they often or sometimes work overtime or on the weekends. This includes four in ten (41%) who often work overtime or on weekends, and 23% who sometimes work overtime or on weekends. One in five working adults (20%) say they rarely work overtime or on weekends, while just 15% never work overtime or on weekends.

Fewer working adults report working while on vacation. Three in ten working adults (30%) say they work often or sometimes while they are on vacation, including 11% who often work while they are on vacation and 19% who sometimes work while on vacation. Almost half of working adults (48%) say they never work while on vacation.

TABLE 7. Who works overtime, on weekends, or on vacation?  
Percentage of full- or part-time workers who say they often or sometimes work while on vacation, or work overtime or on weekends.

	Often/sometimes work overtime or on weekends %	Often/sometimes work while on vacation %
<b>All</b>	<b>64</b>	<b>30</b>
Men	68	32
Women	60	27
<b>Age</b>		
18-29	71	23
30-49	65	35
50-64	58	29
65+	52	27
<b>Job Pay</b>		
Low	56	18
Average	68	28
High	60	43
<b>Parents of Children Under 18</b>		
Mothers	63	29
Fathers	71	37

Base: Q23: Total in half sample A (n=785). Q24: Total in half sample B (n=816). Percentages shown for sub-categories.

## HOW DO U.S. VACATION BENEFITS COMPARE TO EUROPE?

This survey found that 37% of full-time working adults in the U.S. say that they are offered at least four weeks of paid vacation every year. The U.S. lags behind European countries on this measure, where on average, 90% of full-time workers in the European Union (EU) say have at least four weeks' of paid vacation.<sup>6</sup> Even EU countries with the fewest workers receiving vacation benefits—Poland and Greece—have significantly higher percentages of workers indicating at least four weeks' paid vacation each year (73% and 60%, respectively), compared to the U.S.

TABLE 8. Does your work generally offer you at least four weeks of paid vacation every year?

	%
<b>U.S.</b>	<b>37</b>

Base: Q13. U.S. full-time workers (n=1365). January-February 2016

In practice, at work do you generally benefit from at least four weeks of paid holidays every year?

	%
<b><i>Europe (average)</i></b>	<b>90</b>
France	96
U.K.	94
Germany	94

Source: Eurobarometer (n=7845). April 2014.

<sup>6</sup> European Commission. Flash Eurobarometer 398. Working Conditions. Report. Publication April 2014. Available online at: [http://ec.europa.eu/public\\_opinion/flash/fl\\_398\\_en.pdf](http://ec.europa.eu/public_opinion/flash/fl_398_en.pdf).

## DANGEROUS JOBS: PHYSICAL SAFETY IN THE WORKPLACE

Four in ten working adults (40%) say they often or sometimes personally face potentially dangerous situations in their current work. While only 29% of those who work between 20 and 29 hours per week say they often or sometimes personally face potentially dangerous situations at work, more than half (51%) of those who work 50+ hours per week experience this. Men are more likely than women to say they often or sometimes face potentially dangerous situations at work (47% to 32%), and those in high-paying jobs (33%) are less likely than those in average- (42%) or low-paying jobs (45%) to say they face potentially dangerous situations at work. More than three-quarters of those working in construction or outdoors (76%) say they often or sometimes face potentially dangerous situations at work, as do a majority of those working in medical jobs (58%), warehouses (56%), and factories or manufacturing work (52%).

TABLE 9. In your current work, how often do you personally face potentially dangerous situations? Would you say... often, sometimes, or never? Do you think your place of work is actively working to reduce these dangerous conditions, or not?

	Often/sometimes face potentially dangerous situations %	Among those who ever face dangerous situations, % saying workplace is actively working to reduce dangerous conditions
<b>All</b>	<b>40</b>	<b>73</b>
Men	47	75
Women	32	70
<b>Job Pay</b>		
Low Paying Jobs	45	59
Average Paying Jobs	42	75
High-Paying Jobs	33	79
<b>Type of Job</b>		
Construction/ Outdoor work	76	74
Medical	58	74
Warehouse	56	NA
Factory/ Manufacturing	52	75
Restaurant	38	NA
Retail Outlet	36	NA
Store	34	NA
School	32	81
Office	17	79
<b>Shift Type</b>		
Shift Workers	54	NA
Daytime Workers	38	73

Base: Q16 (Often/sometimes face potentially dangerous situations at current work). Total sample (n=1,601). Q17 (Is place of work actively working to reduce dangerous conditions). Full- or part-time workers who often or sometimes face potentially dangerous situations in their current work (n=617). NA=Group too small for analysis (n<50). Percentages shown for sub-categories.

Among those who ever face potentially dangerous situations in their current work, almost three-quarters (73%) believe their workplace is actively working to reduce these dangerous conditions, while 25% say their workplace is not actively working to reduce dangerous conditions.

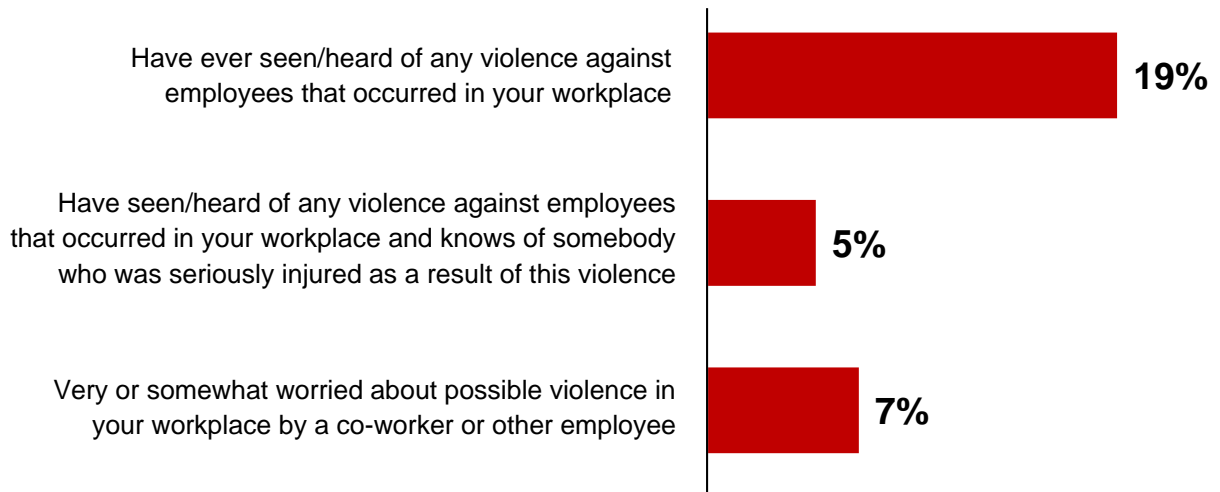
## VIOLENCE IN THE WORKPLACE

About one in five working adults (19%) say they have ever seen or heard of any violence against employees in their current workplace. Among those who have ever seen or heard about workplace violence against employees, 26% report that somebody was seriously injured as a result.

Despite this, few working adults are very (2%) or somewhat (5%) worried about possible violence in their workplace by a co-worker or other employee. The vast majority of working adults are not too worried (19%) or not worried at all (74%).

FIGURE 2. Violence in the workplace

### ***% of working adults who say they have ever experienced the following in their current workplace:***



Base: Qs18-20. Total sample (n=1,601)

## WORKPLACE STRESS AND HEALTH

Working adults in the U.S. report experiencing a significant amount of workplace stress. One in five working adults (20%) say they have experienced a great deal of stress at work in the past 12 months, while 37% have experienced some stress at work. Workers who face potentially dangerous situations on the job, those who have ever cared for a sick family member while working, those with low-paying jobs, chronically ill workers, workers with disabilities, those who say there is something about their workplace they think may be harmful to their health, those with fair or poor finances, those working in restaurant jobs, and those working 50 or more hours per week in their main job say they experience stress at much higher rates compared to other groups.

TABLE 10. Stress at work. Percentage of full- or part-time workers who say they have experienced a great deal of stress at work in the past 12 months.

	A great deal %
<b>All</b>	<b>20</b>
Men	18
Women	21
<b>Ever cared for sick family member while in current job</b>	
Yes	26
No	17
<b>Those with any workplace health concerns</b>	
Yes	39
No	14
<b>Danger on the job</b>	
Often	38
Sometimes	24
Never	14
<b>State of personal finances</b>	
Only fair/poor	25
Excellent/good	15
<b>Job Pay</b>	
Low Paying Jobs	28
Average Paying Jobs	18
High-Paying Jobs	18
<b>Chronic Illness</b>	
Yes	26
No	17
<b>Disability</b>	
Yes	38
No	18
<b>Hours of work per week</b>	
50+	35
35-49	18
30-34	12
20-29	10
<b>Type of Job</b>	
Restaurant	33
Medical	24
Office	20
Retail outlet	20
Construction/ Outdoor work	20
School	18
Factory or manufacturing	16
Warehouse	16
Store	15

Base: Q21. Total sample (n=1,601). Percentages shown for sub-categories.

## 43% SAY THEIR JOB IS BAD FOR THEIR STRESS

A majority of working adults (59%) say their current job has an impact on their stress. The number of people who say their job is bad for their stress level is more than double the number who say their job is good for their stress level (43% to 16%).

### WHICH WORKERS SAY THEIR JOB HAS A BAD IMPACT ON THEIR STRESS LEVEL?

Many working adults say their current job has a bad impact on their stress level. This includes more than half of working adults with disabilities (62%), those working 50+ hours per week (57%), workers in dangerous jobs (52%), those who have ever had to care for sick family members while in their current job (52%), workers in low-paying jobs (51%), and those working in restaurant jobs (54%) or medical jobs (52%).

TABLE 11. Do you think your current job is good or bad for your stress level, or does it not have an impact one way or another?

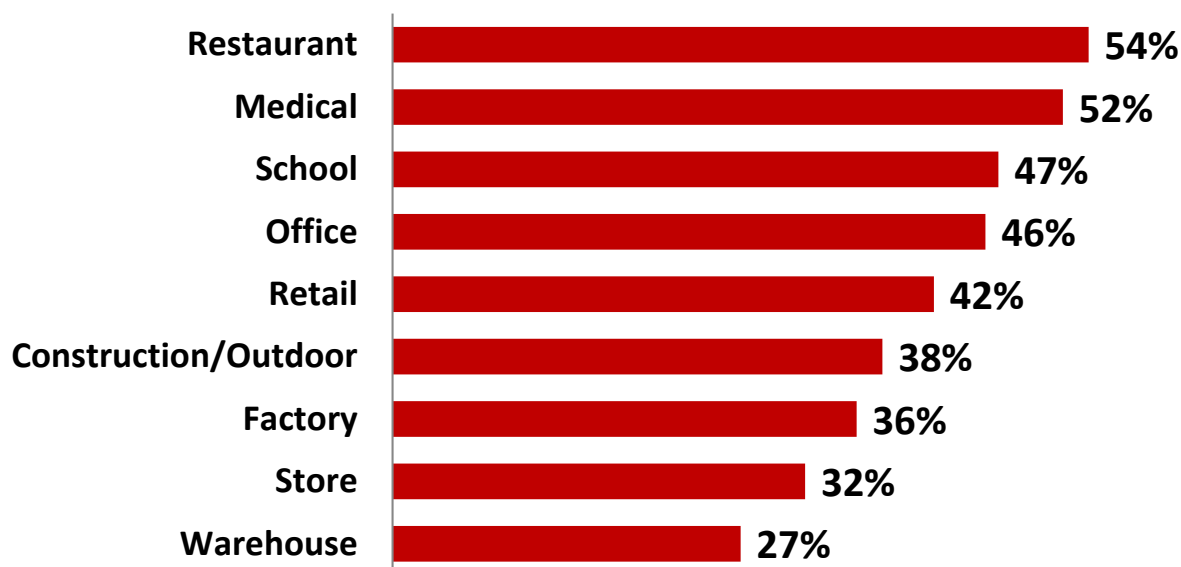
	Bad Impact %
<b>All</b>	<b>43</b>
Men	40
Women	46
<b>Job Pay</b>	
Low-Paying Job	51
Average-Paying Job	41
High-Paying Job	42
<b>Ever cared for sick family member while in current job</b>	
Yes	52
No	39
<b>Dangerous Jobs</b>	
Yes	52
No	37
<b>Disability</b>	
Yes	62
No	41
<b>Hours of work per week</b>	
20-29	31
30-34	39
35-49	41
50+	57

Base: Q15. Total sample (n=1,601). Percentages shown for sub-categories.



FIGURE 4. Do you think your current job is good or bad for your stress level, or does it not have an impact one way or another?

***% of working adults who say current job is bad for stress level, by sector***



Base: Q15. Total sample by work sector (n=1,601). Note: Percentages may not add up to 100% because of DK/Ref; percentages shown for sub-categories.

**RATING WORKPLACE EFFORTS TO REDUCE JOB STRESS**

Almost half (49%) of all working adults rate the efforts of their workplace to reduce stress as only fair or poor. Only one in six working adults (15%) rate the efforts of their workplace to reduce job stress as excellent, while 34% rate their workplace's efforts as good.

In particular, among those who say they've experienced a great deal of stress at work in the past 12 months, the vast majority of workers (85%) rate the efforts of their workplace as fair or poor. Just 3% of these workers rate the efforts of their workplace to reduce stress as excellent. In addition, a majority of working adults in poor health, those with low-paying jobs, those who have ever cared for a sick family while in their current job, those with chronic illnesses, and half of those with disabilities rate the efforts of their workplace to reduce stress in their job as only fair or poor.

TABLE 12. Overall, would you rate the efforts of your workplace to reduce stress on your job as excellent, good, only fair, or poor?

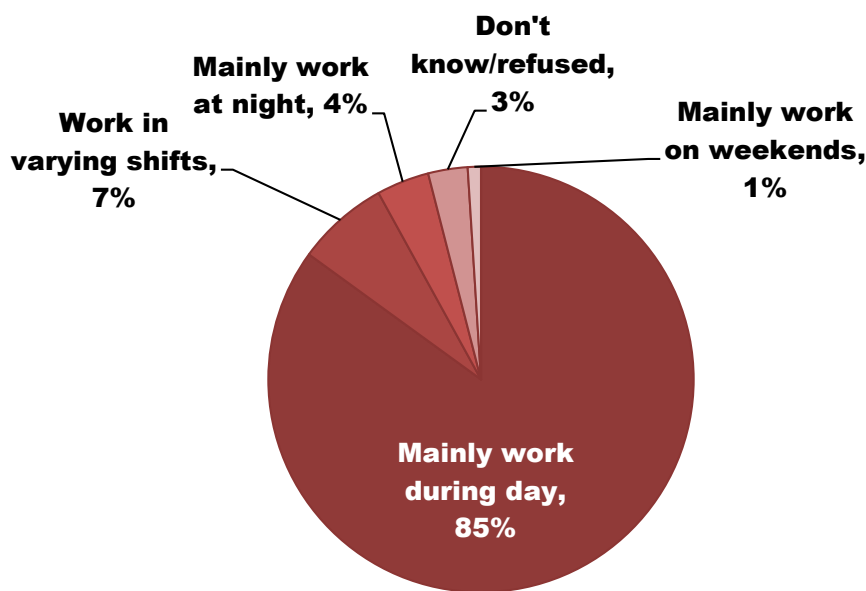
	Excellent/Good %	Only Fair/Poor %
<b>All working adults</b>	<b>49</b>	<b>49</b>
Among those who have experienced a great deal of stress at work in the past year	15	85
Among those in fair or poor health	35	63
Among those with a low-paying job	37	59
Among those caring for a sick family member	43	55
Among those with chronic illnesses	46	51
Among those with disabilities	39	60

Base: Q22. Total sample (n=1,601)

## SHIFT WORK AND HEALTH

Twelve percent (12%) of working adults say they mainly work outside of daytime hours, including at shift work (7%), at night (4%), and on weekends (1%). Among those who mainly work at night, on weekends, or in varying shifts, a majority say they do so because it is mandatory for their job (60%) and it is the best job they can find (53%), while half say it pays better than other jobs (50%). Other reasons include that it is better for their lifestyle (39%), and it makes it easier to care for their family (38%).

FIGURE 5. Shift workers versus daytime workers.



Note: Working adults who do not work mainly during daytime hours on weekdays were asked if they mainly work at night, mainly work on weekends, or work varying shifts between days, nights, and weekends. Base: Total sample (n=1,601)

## REASONS FOR SHIFT WORK

TABLE 13. Reasons for shift work. People work (at night/on weekends/different shifts) for various reasons. For each of the following, please tell me whether or not it is a reason why you do.

	Yes, it is a reason %
You don't have a choice because it is mandatory for your job	60
It is the best job you can find	53
It pays better than other jobs	50
It is better for your lifestyle	39
It makes it easier to care for your family	38

Base: Q28, Those who mainly work at night, on weekends, or in varying shifts (n=169)

## WORKING LONG HOURS

Almost one in five (19%) of working adults say they work 50 hours or more per week in their main job. When given a list of possible reasons why they work 50+ hours per week, a majority of these workers (56%) say they do so because it's important for their career to work longer hours, while 50% say they enjoy it, and just 37% say it is because they need the money.

### A PROFILE OF WHO SAYS THEY WORK 50+ HOURS PER WEEK

TABLE 14. In your main job, how many hours on average do you work per week?

	50+ hours per week %
<b>All workers</b>	<b>19</b>
Men	25
Women	13
<b>Parents of children under age 18</b>	
Mothers	15
Fathers	28
<b>Job pay</b>	
Low	7
Average	18
High	31
<b>Working from home</b>	
Those who work from home more than once per week	39
Those who work from home once per week or less	16

Base: Q4. Total sample (n=1,601). Percentages shown for sub-categories.

### REASONS FOR WORKING 50+ HOURS PER WEEK

TABLE 15. Reasons for working longer hours. People work 50 or more hours per week for various reasons. For each of the following, could you tell me whether or not it is a reason why you do?

	Yes, it is a reason %
It's important for my career to work longer hours	56
I enjoy it	50
I need the money	37

Base: Q28a. Those who work 50 or more hours per week in their main job (n=332)

## WORKING FROM HOME

While a majority (60%) of workers say they never work from home, 21% report working from home at least once a week. Among those who work from home once a week or more often, 33% think working from home is good for their health, 16% think it is bad for their health, and 49% think it does not have an impact one way or another.

### A PROFILE OF WHO WORKS FROM HOME

TABLE 16. How often do you work from home as part of your job? Never, a few times a year, about once a month, about once a week, more than once a week, or do you always work from home?

	% who say they work from home at least once per week
<b>All workers</b>	<b>21</b>
Men	20
Women	22
<b>Age</b>	
18-29	10
30-49	28
50-64	21
65+	28
<b>Education</b>	
HS education or less	9
Some college	15
College graduates	37
<b>Ever cared for sick family member while in current job</b>	
Yes	26
No	20
<b>Experienced a great deal of stress in past year</b>	34
<b>Hours worked per week</b>	
20-29	11
30-34	14
35-49	18
50+	50

Base: Q29. Total sample (n=1,601). Percentages shown for sub-categories.

## WORKING WHEN CARING FOR A SICK FAMILY MEMBER

Twenty-eight percent (28%) of working adults say they have ever had to care for a family member who was seriously ill, injured, or disabled in their current job. Working women are more likely to say they have ever had to care for a sick family member while in their current job compared to working men (33% to 24%). Those in low-paying jobs are also more likely to say they have ever had to care for a sick/injured family member while in their current job (38%), compared to those with average-paying (26%) or high-paying (27%) jobs.

TABLE 17. While in your current job, have you ever had to care for a family member who was seriously ill, injured, or disabled, or not?

	Yes %
<b>All working adults</b>	<b>28</b>
Men	24
Women	33
<b>Age</b>	
18-29	18
30-49	26
50-64	39
65+	50
<b>Job pay</b>	
Low	38
Average	26
High	27
<b>Race</b>	
White	28
Black	41
Hispanic	20

Base: Q31. Total sample (n=1,601). Percentages shown for sub-categories.

Among adults who have ever had to care for a sick/injured family member while in their current job, 36% say they had to take more than a week of time off of work to care for their family member (10% of all working adults).

## EXPERIENCES OF WORKING ADULTS CARING FOR SICK FAMILY MEMBERS

We asked those who have ever taken more than a week off from work to care for a family member who was seriously ill, injured, or disabled, if they had paid leave from their workplace to care for their family at the time. While a majority of these adults (58%) say they had paid leave from their workplace in order to care for their seriously ill, injured, or disabled family member at the time, almost four in ten (38%) did not. Among working adults who have ever taken more than a week off from work to care for an ill family member, 24% say they used paid vacation days, 20% say they used paid sick days, and 19% say the used some other source of paid work leave. The vast majority of these working adults (92%) say that the paid leave offered by their workplace was enough to meet the needs of their family at the time.

TABLE 18. Sources of leave for working adults who have taken more than a week off of work while in their current job to care for a family member who was seriously ill, injured, or disabled

	%
<b>Had paid leave from work to care for family member</b>	<b>58</b>
Vacation days	24
Sick days	20
Some other source	19
<b>Did not have paid leave from work to care for family member</b>	<b>38</b>
Don't know/refused	4

Base: Those who took more than a week off from work to care for a family member who was seriously ill, injured, or disabled while in their current job (n=197). Respondents could choose more than one source of leave.

Among adults who have taken more than a week off of work to care for a family member who was seriously ill, injured, or disabled and did not have paid leave to do so, 41% say lack of paid leave was a major problem for them, 13% say lack of paid leave was a minor problem for them, and 45% say lack of paid leave was not a problem for them.

TABLE 19. Was this [lack of paid leave] a problem for you, or not? Asked of working adults who have taken more than a week off of work while in their current job to care for a family member who was seriously ill, injured, or disabled and did **not** receive paid leave to do so

	%
Major problem	<b>41</b>
Minor problem	13
Not a problem	45
Don't know/refused	1

Base: Q34b. Working adults who have taken more than a week off of work while in their current job to care for a family member who was seriously ill, injured, or disabled and did not receive paid leave to do so (n=68)

## SUPPORT FOR YOUR HEALTH IN THE WORKPLACE

Working adults in the U.S. in this sample were asked about several measures that support health in the workplace, which were asked among European working adults in 2014.<sup>7</sup> On these measures, it appears that the U.S. is quite similar to the average of the 28 member states in the European Union, including France, Germany, and the U.K.

TABLE 20. Have the following measures been put in place at your workplace?

a. Information or training provided for staff about health and safety at work	% Yes	% No	% DK/Ref
U.K.	89	10	1
<b>U.S.</b>	<b>82</b>	<b>17</b>	<b>1</b>
Germany	78	21	1
<i>Europe (average)</i>	77	22	1
France	61	39	0

Source of European data: Eurobarometer (n=11,727). April 2014.

Base for U.S. data: Q36a. Total sample (n=1,601). January-February 2016.

b. Measures to prevent health problems or accidents at work (for example, control harmful emissions or safety at machines)	% Yes	% No	% DK/Ref
<b>U.S.</b>	<b>73</b>	<b>22</b>	<b>5</b>
U.K.	69	23	8
Germany	63	35	2
<i>Europe (average)</i>	59	37	4
France	49	50	1

Source of European data: Eurobarometer (n=11,727). April 2014.

Base for U.S. data: Q36b. Total sample (n=1,601). January-February 2016.

c. Measures for people who are returning to work from a long term sickness absence	% Yes	% No	% DK/Ref
U.K.	67	21	12
Germany	62	32	6
<b>U.S.</b>	<b>52</b>	<b>33</b>	<b>15</b>
<i>Europe (average)</i>	47	43	10
France	41	53	6

Source of European data: Eurobarometer (n=11,727). April 2014.

Base for U.S. data: Q36c. Total sample (n=1,601). January-February 2016.

<sup>7</sup> Eurobarometer 2014.



## RATING THE WORKPLACE FOR NEW PARENTS

When asked to rate the efforts of their workplace to address the needs of new parents, more than one in four working adults (28%) rate their workplace as only fair or poor. About one-quarter (26%) of working adults rate their workplace efforts as excellent in addressing the needs of new parents, while 37% rate their workplace as good, and 9% did not answer.

While a majority of working adults overall (63%) rate their workplace efforts as excellent/good to address the needs of new parents, less than half (48%) of those in low-paying jobs say their workplace is excellent or good.

TABLE 21. Overall, would you rate the efforts of your workplace to address the needs of new parents as excellent, good, only fair, or poor?

	Excellent/Good %	Only Fair/Poor %	DK/Ref %
<b>All</b>	<b>63</b>	<b>28</b>	<b>9</b>
<b>Age</b>			
18-29	63	31	6
30-49	62	30	8
50-64	66	23	11
65+	63	18	19
<b>Job Pay</b>			
Low Paying Jobs	48	39	13
Average Paying Jobs	63	29	8
High-Paying Jobs	73	21	6
<b>Type of Job</b>			
Office	70	20	10
Warehouse	66	30	4
School	64	26	10
Retail outlet	60	27	13
Restaurant	59	36	5
Medical	59	35	6
Factory or manufacturing	56	37	7
Store	54	35	11
Construction/ Outdoor work	51	38	11

Base: Q38. Total sample (n=1,601). Percentages shown for sub-categories.

## WORKING WHILE SICK

A majority (55%) of working adults say they still go to work always or most of the time when they have a cold or the flu, while 21% sometimes do, and 21% rarely or never do. Half (50%) of restaurant workers and more than half (60%) of those who work in medical jobs say they still go to work always or most of the time when they have a cold or the flu.

Those who work 50 or more hours per week have the highest likelihood of going to work while sick (70%), but younger workers ages 18-29, workers in low-paying jobs, adults working multiple jobs, and workers in certain industries are also more likely than other groups to still go to work while sick.

TABLE 22. Percentage of working adults who still go to work always or most of the time when they have a cold or the flu.

	Always/Most of the Time %
<b>All</b>	<b>55</b>
<b>Age</b>	
18-29	60
30-49	55
50-64	51
65+	50
<b>Job Pay</b>	
Low Paying Jobs	65
Average Paying Jobs	55
High-Paying Jobs	48
<b>Number of Jobs</b>	
2+	68
1	53
<b>Hours of work per week</b>	
50+	70
35-49	51
30-34	50
20-29	56
<b>Type of Job</b>	
Factory or manufacturing	65
Construction/ Outdoor work	64
Retail outlet	62
Warehouse	62
Store	61
Medical	60
School	56
Restaurant	50
Office	44

Base: Q39. Total sample (n=1,601). Percentages shown for sub-categories.

By contrast, when working adults experience more serious illnesses, injuries, or major physical problems, only 28% of them still go to work always or most of the time. Half of these workers (50%) rarely or never go to work under these circumstances, while 15% sometimes attend work when seriously ill, injured, or experiencing a major physical problem. Working adults who have low household incomes, are in low-paying jobs, work 50 or more hours per week, do shift work, have disabilities, or work in construction or outdoor work are more likely to say they still go to work always or most of the time when they experience these kinds of serious problems.

## RATING WORKPLACE POLICIES FOR ILLNESS, DISABILITY, OR HANDICAP

Working adults were asked if they have ever had a serious illness or injury, or a major physical problem, if they had ever been diagnosed with a chronic illness, and if they have any disability or handicap. Workers who have experienced any of these issues were then asked if their workplace policies have been helpful, harmful, or made no difference to them in managing these problems. While the majority (55%) say their workplace policies made no difference, about three in ten workers (31%) say their workplace policies are helpful, and just 3% say their workplace policies are harmful (11% did not answer the question).

Among chronically ill workers, the majority (61%) think their current job does not have an impact on their chronic illness, while just 14% think their job is good for their chronic illness, and 23% think their job is bad for their chronic illness. Among workers who have a disability or a handicap, a majority (54%) think their job does not have an impact on their disability, just 16% think their job is good for their disability, and 30% think their job is bad for their disability.

## IMPROVING PERSONAL HEALTH IN THE WORKPLACE

When asked to rate the efforts of their workplace to provide various health measures, results were mixed. When we asked adults who work outside of their home to rate their workplace, three-quarters (75%) rate their workplace as excellent or good in providing a healthy work environment. More than half (53%) also rate their workplace as excellent or good in providing opportunities for physical exercise, though 45% rate their workplace as fair or poor in providing these opportunities. Only about four in ten (42%) rate their workplace as excellent or good in providing healthy food options at work, while 45% rate their workplace as fair or poor on these measures.

TABLE 23. Overall, would you rate the efforts of your workplace to provide \_\_\_\_\_ as excellent, good, only fair, or poor?

	Excellent/Good %	Only Fair/Poor %	DK/Ref %
A healthy work environment	75	24	1
Opportunities for physical exercise	53	45	2
Healthy food options at work	42	45	13

Base: Q47. Asked of those who work outside of their home (n=1,516)

## HEALTHY FOOD OPTIONS AT WORK

TABLE 24. Overall, would you rate the efforts of your workplace to provide healthy food options at work as excellent, good, only fair, or poor?

Type of Job	Excellent/Good %	Only Fair/Poor %	DK/Ref %
Restaurant	57	43	--
School	54	37	9
Store	46	39	15
Warehouse	44	50	6
Office	43	43	14
Medical	39	52	9
Factory or manufacturing	36	55	9
Retail outlet	35	52	13
Construction/ Outdoor work	27	51	22

Base: Q47. Asked of those who work outside of their home (n=1,516). Percentages shown for sub-categories.

## SMOKING IN THE WORKPLACE

The vast majority of working adults who work outside of their homes (87%) say their employer provides a smoke-free work environment. However, this differs by type of job. While just 5% of workers in office and medical jobs say their employers do not provide a smoke-free work environment, more than one-third of workers in construction/outdoor jobs (37%) and about one-quarter (24%) of workers in factory or manufacturing jobs say their employer does not provide a smoke-free work environment.

TABLE 25. Does your employer provide a smoke-free work environment, or not?

	Does not provide a smoke-free work environment, %
<b>Overall</b>	13
<b>Type of Job</b>	
Construction/ Outdoor work	37
Factory or manufacturing	24
Restaurant	22
Retail outlet	18
Store	18
Warehouse	16
School	6
Medical	5
Office	5

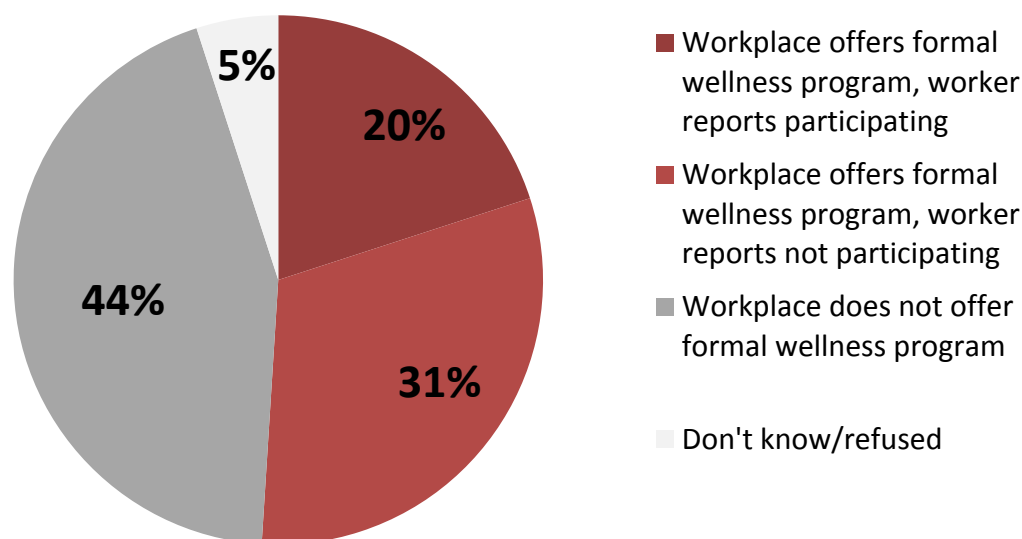
Base: Q48. Asked of those who work outside of their home (n=1,516). Percentages shown for sub-categories.

## WORKPLACE WELLNESS PROGRAMS

Some workplaces offer their employees wellness programs, which include weight management programs, diet and nutrition programs, exercise programs, gym discounts, programs to help workers quit smoking, alcohol or drug rehabilitation programs, stress management programs, or disease management programs for chronic diseases such as diabetes or asthma.

When we asked adults if their workplace offers any formal wellness or health improvement programs to help keep themselves healthy, a majority (51%) say their workplace offers these programs. Among full-time workers, 56% say their workplace offers these programs. One in five workers (20%) say their workplace offers any formal wellness programs and they participate in these programs.

FIGURE 6. Q49. As far as you know, does your place of work offer any offer any formal wellness or health improvement programs to help you keep yourself healthy, or does your place of work not offer any of these programs? Q52. [If yes] Do you personally participate in any formal wellness or health improvement programs that your place of work offers, or do you not participate in any of these programs?



Base: Q49. Total sample (n=1,601). Q52. Asked of those whose place of work offers any wellness programs (n=876).

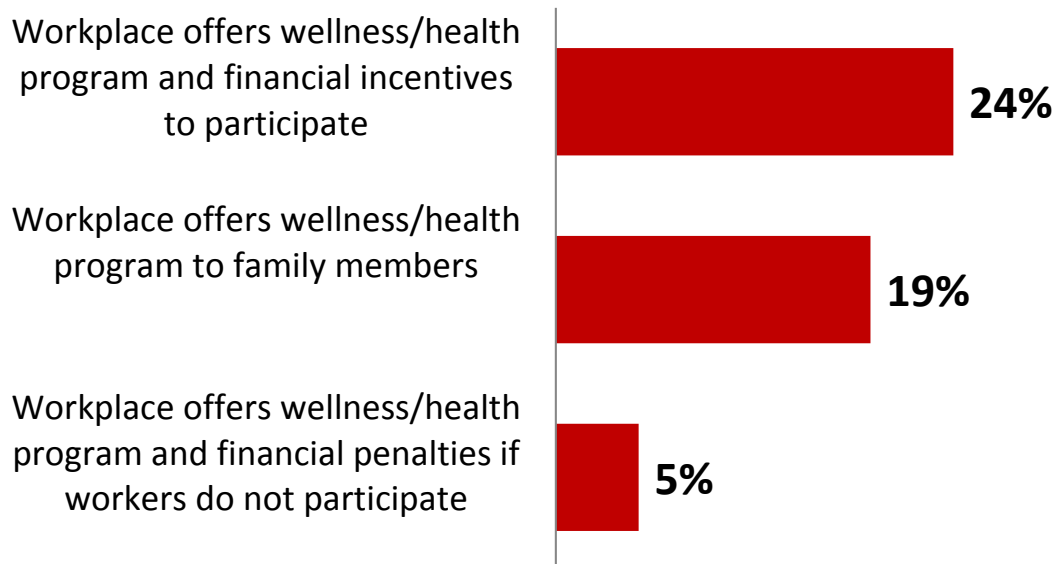
Among those who participate in workplace wellness programs, the vast majority—88%—say these programs are very or somewhat important to their health, while just 9% feel these programs are not very important or not important at all to their health.

## CARROTS AND STICKS: INCENTIVES AND PENALTIES IN WORKPLACE WELLNESS PROGRAMS

About one in four workers (24%) say their workplace offers any formal wellness or health improvement programs and offers them financial incentives to participate in these programs. Five percent (5%) of workers say their workplace offers any formal wellness or health improvement programs and has financial penalties if they do not participate in these programs. In addition, one in five workers (19%) say their workplace offers wellness or health improvement programs for their family members.

FIGURE 7. Workplace wellness programs and financial incentives/penalties

Q49. As far as you know, does your place of work offer any offer any formal wellness or health improvement programs to help you keep yourself healthy, or does your place of work not offer any of these programs? Q50. And as far as you know, does your place of work offer workers any kind of financial incentives to participate in these programs, or not? Q51. And as far as you know, does your workplace have any kind of financial penalties if workers do not participate in these programs or not? Q52. As far as you know, does your place of work offer any formal wellness or health improvement programs for your family members to keep themselves healthy, or does your place of work not offer this type of program?



Base: Q49. Total sample (n=1,601). Q50-51 & Q54. Asked of those whose workplace offers any wellness programs (n=876).

## METHODOLOGY

The polls in this study are part of an on-going series of surveys developed by researchers at the Harvard Opinion Research Program (HORP) at Harvard T.H. Chan School of Public Health in partnership with the Robert Wood Johnson Foundation and National Public Radio. The research team consists of the following members at each institution.

**Harvard T.H. Chan School of Public Health:** Robert J. Blendon, Professor of Health Policy and Political Analysis and Executive Director of HORP; John M. Benson, Research Scientist and Managing Director of HORP; Mary T. Gorski, Research Fellow; and Justin M. Sayde, Administrative and Research Manager.

**Robert Wood Johnson Foundation:** Fred Mann, Vice President, Communications; Carolyn Miller, Senior Program Officer, Research and Evaluation; and Joe Costello, Director of Marketing.

**NPR:** Anne Gudenkauf, Senior Supervising Editor, Science Desk and Joe Neel, Deputy Senior Supervising Editor, Science Desk.

	Number of Interviews	Margin of Error (percentage points)
Total workers	1601	+/- 2.9
Workers in low-paying jobs	243	+/- 7.4
Workers in dangerous jobs	617	+/- 4.7
Work 50+ hours per week	332	+/- 6.5
Age 18-34 (Millennials)	468	+/- 5.2
Mainly work at night, on weekends, or on varying shifts	169	+/- 9.0
Workers with disabilities	111	+/- 11.1
Men	894	+/- 3.9
Women	707	+/- 4.5
White (non-Hispanic)	1036	+/- 3.6
Black (non-Hispanic)	203	+/- 8.7
Hispanic	221	+/- 7.7

Interviews were conducted by SSRS of Media (PA) via telephone (including both landline and cell phone) using random-digit dialing, January 6 – February 7, 2016, among a nationally representative probability sample of 1,601 workers in the U.S. In this survey, “workers” are defined as adults working full- or part-time who are either employers or work for someone else in their main job (not self-employed), and who work for 20 hours or more hours per week in their main job. The interviews were conducted in English and Spanish. The margin of error for total respondents is +/- 2.9 percentage points at the 95% confidence level.

Possible sources of non-sampling error include non-response bias, as well as question wording and ordering effects. Non-response in telephone surveys produces some known biases in survey-derived estimates because participation tends to vary for different subgroups of the population. To compensate for these known biases and for variations in probability of selection within and across households, sample data are weighted by cell phone/landline use and demographics (sex, age, race/ethnicity, education, and number of adults in household) to reflect the true population. Other techniques, including random-digit dialing, replicate subsamples, and systematic respondent selection within households, are used to ensure that the sample is representative.



**NPR**  
**ROBERT WOOD JOHNSON FOUNDATION**  
**HARVARD T.H. CHAN SCHOOL OF PUBLIC HEALTH**

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## **Workplace and Health Poll**

This survey was conducted for National Public Radio, the Robert Wood Johnson Foundation, and Harvard T.H. Chan School of Public Health, via telephone (landline and cell phone) by SSRS, an independent research company. Interviews were conducted using random-digit dialing, **January 6 – February 7, 2016**, among a nationally representative probability sample of **1,601 workers in the U.S.** In this survey, “workers” are defined as adults working full- or part-time who are either employers or work for someone else in their main job (not self-employed), and who work for 20 hours or more hours per week in their main job. The margin of error for total respondents is +/- 2.9 percentage points at the 95% confidence level.

### **Table of Contents**

	Page #
I. Health Concerns at Your Workplace	2
II. Workplace Benefits to Improve Health	4
III. Physical Safety in the Workplace and Dangerous Jobs	10
IV. Stress in the Workplace	12
V. Working Outside of Regular Work Hours, Night/Shift Work and Working At Home	13
VI. Working When Caring for a Sick Family Member	17
VII. Support for Your Health in the Workplace	20
VIII. Improving Your Personal Health in the Workplace	24
IX. Employment and Job Characteristics	28
X. Demographics	31

## I. HEALTH CONCERNS AT YOUR WORKPLACE

Now I would like to ask you some questions about your job, your workplace, and your health. When answering the following questions, please think about your **MAIN** job.

Q7a. Is there anything about your workplace that you think may be harmful to your health, or not?

Yes	No	Don't know/ Refused
22	77	1

(Asked of those who say there is something about their workplace they think may be harmful to their health; n = 361)

Q7b. What would you say is your biggest health concern about your workplace?

	%
Chemicals and other contaminants	30
Unhealthy air	13
Accidents/injuries	12
Stress	11
Lack of exercise, sedentary job/too much time sitting	6
Coming in contact with germs/bacteria	5
Violence	3
Long hours	2
Fire hazards	1
Unsafe neighborhood	1
Loud environment/noise pollution/hearing loss	1
Unclean environment (general)	1
Temperature (heat, cold)	*
Other	8
Don't know/Refused	6

### Q7a/Q7b Combo Table Total Respondents

	%
There is something about workplace that may be harmful to health	22
Chemicals and other contaminants	7
Unhealthy air	3
Accidents/injuries	3
Stress	3
Lack of exercise, sedentary job/too much time sitting	1
Coming in contact with germs/bacteria	1
Violence	1
Long hours	*
Fire hazards	*

Unsafe neighborhoods	*
Loud environment/noise pollution/hearing loss	*
Unclean environment (general)	*
Temperature (heat, cold)	*
Other	2
Don't know/Refused	1
There is nothing about workplace that may be harmful to health	77
Don't know/Refused if there is anything about workplace that may be harmful to health	1

## II. WORKPLACE BENEFITS TO IMPROVE HEALTH

Next I would like to ask you some questions specifically about your workplace, and benefits they offer that may or may not affect your health.

Q8. I am going to read you a list of services or benefits that some places of work make available to their workers.

Does your place of work offer you (INSERT ITEM) or not?

a. Paid personal days

Yes	No	Don't know/ Refused
61	37	2

b. Paid vacation days

Yes	No	Don't know/ Refused
75	24	1

c. Paid sick days

Yes	No	Don't know/ Refused
66	32	2

d. Health insurance

Yes	No	Don't know/ Refused
80	20	*

e. On-site medical care

Yes	No	Don't know/ Refused
32	65	3

f. Disability insurance

Yes	No	Don't know/ Refused
64	27	9

**(Asked of those whose place of work offers paid vacation days; n = 1,219)**

Q9. In the past 12 months, did you use all, most, only some, or none of the paid vacation days you receive?

All	Most	Only some	None	Don't know/Refused
35	14	31	17	3

**(Asked of those whose place of work offers paid sick days; n = 1,107)**

Q10. In the past 12 months, did you use all, most, only some, or none of the paid sick days you receive?

All	Most	Only some	None	Don't know/Refused
16	6	45	32	1

**(Asked of those who had paid vacation days and did not use them all; n = 780)**

Q11. Now thinking about reasons why some people do not take all of their paid vacation days: Would you say (INSERT ITEM) is a major reason why YOU did not take all your paid vacation days, or is it not a major reason?

- a. There wouldn't be enough people to cover your work

Yes, a major reason	No, not a major reason	Don't know/Refused
32	68	*

- b. Your workload made it too hard to take a vacation

Yes, a major reason	No, not a major reason	Don't know/Refused
28	72	*

- c. Working more would help you get ahead at work

Yes, a major reason	No, not a major reason	Don't know/Refused
25	74	1

- d. You wanted to save them for some other time

Yes, a major reason	No, not a major reason	Don't know/Refused
60	39	1

**(Asked of those who had paid sick days and did not use them all; n = 930)**

Q12. Now thinking about reasons why some people do not take all of their paid sick days: Would you say (INSERT ITEM) is a major reason why YOU did not take all your paid sick days, or is it not a major reason?

- a. There wouldn't be enough people to cover your work

Yes, a major reason	No, not a major reason	Don't know/Refused
28	71	1

- b. Your workload made it too hard to take sick days off

Yes, a major reason	No, not a major reason	Don't know/Refused
20	79	1

- c. Working more would help you get ahead at work

Yes, a major reason	No, not a major reason	Don't know/Refused
20	79	1

- d. You wanted to save them for some other time

Yes, a major reason	No, not a major reason	Don't know/Refused
37	61	2

- e. You weren't sick often enough to use all of your sick days

Yes, a major reason	No, not a major reason	Don't know/Refused
73	26	1

**(Asked of those who work full-time; n = 1365)**

Q13. Does your work generally offer you at least four weeks of paid vacation every year?

<b>Offers four weeks of paid vacation</b>	<b>Offers less than four weeks paid vacation</b>	<b>Don't know/Refused</b>
37	60	3

Q14. Thinking about the next 12 months, how likely is it that you will lose your job or be laid off—is it very likely, somewhat likely, not very likely, or not at all likely?

<b>Very likely</b>	<b>Somewhat likely</b>	<b>Not very likely</b>	<b>Not at all likely</b>	<b>Don't know/Refused</b>
4	11	29	54	2

Q15. Do you think your current job is good or bad for your (INSERT ITEM), or does it not have an impact one way or the other?

a1. Overall health

<b>Good</b>	<b>Bad</b>	<b>No impact one way or the other</b>	<b>Don't know/ Refused</b>
28	16	54	2

a2. Sleep habits

<b>Good</b>	<b>Bad</b>	<b>No impact one way or the other</b>	<b>Don't know/ Refused</b>
17	27	55	1

b. Eating habits

<b>Good</b>	<b>Bad</b>	<b>No impact one way or the other</b>	<b>Don't know/ Refused</b>
15	28	56	1

c. Weight

<b>Good</b>	<b>Bad</b>	<b>No impact one way or the other</b>	<b>Don't know/ Refused</b>
19	22	57	2

d. Social life

<b>Good</b>	<b>Bad</b>	<b>No impact one way or the other</b>	<b>Don't know/ Refused</b>
27	17	56	*



## e. Family life

<b>Good</b>	<b>Bad</b>	<b>No impact one way or the other</b>	<b>Don't know/ Refused</b>
32	17	50	1

## f. Stress level

<b>Good</b>	<b>Bad</b>	<b>No impact one way or the other</b>	<b>Don't know/ Refused</b>
16	43	39	2

### III. PHYSICAL SAFETY IN THE WORKPLACE AND DANGEROUS JOBS

Next I would like to ask you some questions specifically about the physical health and safety conditions in your workplace.

Q16. In your current work, how often do you personally face potentially dangerous situations? Would you say...often, sometimes, or never?

Often	Sometimes	Never	Don't know/ Refused
13	27	60	*

**(Asked of those who often or sometimes face potentially dangerous situations in their current work; n = 617)**

Q17. Do you think your place of work is actively working to reduce these dangerous conditions, or not?

Yes, actively working to reduce dangerous conditions	No, not actively working to reduce dangerous conditions	Don't know/ Refused
73	25	2

Q18. How worried are you about possible violence in your workplace by a co-worker or other employee—very worried, somewhat worried, not too worried, or not worried at all?

Very worried	Somewhat worried	Not too worried	Not worried at all	Don't know/Refused
2	5	19	74	*

Q19. While in your current job, have you ever seen or heard of any violence against employees that occurred in your workplace?

Yes	No	Don't know/Refused
19	80	1

**(Asked of those who have seen or heard of violence against employees that occurred in their workplace; n = 316)**

Q20. And as a result of this violence, was anybody seriously injured, or not?

**Q19/Q20. Combo Table  
Total Respondents**

	%
Have seen or heard violence against employees	19
Somebody was seriously injured as a result of this violence	5
Nobody was seriously injured as a result of this violence	14
Have not seen or heard of violence against employees	80
Don't know/Refused if seen or heard of violence against employees	1

#### IV. STRESS IN THE WORKPLACE

Q21. Overall, how much stress have you experienced at work in the past 12 months? Would you say a great deal, some, not very much, or no stress at all?

<b>A great deal</b>	<b>Some</b>	<b>Not very much</b>	<b>No stress at all</b>	<b>Don't know/Refused</b>
20	37	27	16	*

Q22. Overall, would you rate the efforts of your workplace to reduce stress in your job as excellent, good, only fair, or poor?

<b>Excellent</b>	<b>Good</b>	<b>Only fair</b>	<b>Poor</b>	<b>Don't know/Refused</b>
15	34	32	17	2

## V. WORKING OUTSIDE OF REGULAR WORK HOURS, NIGHT/SHIFT WORK AND WORKING AT HOME

**(Asked of half -sample A; n = 785)**

Q23. At your current job, how often do you work overtime or on weekends? Often, sometimes, rarely, or never?

Often	Sometimes	Rarely	Never	Don't know/ Refused
41	23	20	15	1

**(Asked of half-sample B; n = 816)**

Q24. How often do you do work related to your main job while you are on vacation? Often, sometimes, rarely, or never?

Often	Sometimes	Rarely	Never	Don't know/ Refused
11	19	20	48	2

Q25. At your current job, do you mainly work during daytime hours on weekdays, or not?

**(Asked of those who do not mainly work during daytime hours on weekdays)**

Q26. Do you mainly work at night, mainly work on weekends, or do you work varying shifts between days, nights, and weekends?

### Q25/Q26. Combo Table

**Total Respondents**

	%
Mainly work during daytime hours on weekdays	85
Mainly work at night, on weekends, or on varying shifts	12
Mainly work at night	4
Mainly work on weekends	1
Work varying shifts between days, nights and weekends	7
Don't know/Refused if mainly work during daytime hours	3

**(Asked of those who mainly work at night, on weekends, or in varying shifts; n = 169)**

Q28. People work (at night/on weekends/different shifts) for various reasons. For each of the following, please tell me whether or not it is a reason why you do.

- a. It makes it easier to care for your family

Yes, is a reason	No, is not a reason	Don't know/Refused
38	62	--

- b. You don't have a choice because it is mandatory for your job

Yes, is a reason	No, is not a reason	Don't know/Refused
60	40	*

- c. It is better for your lifestyle

Yes, is a reason	No, is not a reason	Don't know/Refused
39	61	--

- d. It is the best job you can find

Yes, is a reason	No, is not a reason	Don't know/Refused
53	46	1

- e. It pays better than other jobs

Yes, is a reason	No, is not a reason	Don't know/Refused
50	49	1

Q4. In your main job, how many hours on average do you work per week?

20 to 29 hours	30 to 34 hours	35 to 49 hours	50 hours or more
11	9	61	19

**(Asked of those who work 50 or more hours per week in their main job; n = 332)**

Q28a. You said earlier that you work 50 or more hours per week in your main job. People work 50 or more hours per week for various reasons. For each of the following, could you tell me whether or not it is a reason why you do?

- a. It's important for my career to work longer hours

Yes, is a reason	No, is not a reason	Don't know/ Refused
56	42	2

- b. I need the money

Yes, is a reason	No, is not a reason	Don't know/ Refused
37	63	*

- c. I enjoy it

Yes, is a reason	No, is not a reason	Don't know/ Refused
50	49	1

Q29. How often do you work from home as part of your job? Never, a few times a year, about once a month, about once a week, more than once a week, or do you always work from home?

	%
Never	60
A few times a year	10
About once a month	8
About once a week	8
More than once a week	8
Always work from home	5
Don't know/Refused	1

**(Asked of those who work from home about once a week or more; n = 414)**

Q30. Do you think that working from home is good for your health, bad for your health, or does it not have an impact one way or another?

Good for your health	Bad for your health	Does not have an impact one way or another	Don't know/Refused
33	16	49	2



## VI. WORKING WHEN CARING FOR A SICK FAMILY MEMBER

Q31. While in your current job, have you ever had to care for a family member who was seriously ill, injured, or disabled, or not?

Yes	No	Don't know/ Refused
28	72	--

**(Asked of those who ever had to care for a family member who was seriously ill, injured, or disabled)**

Q32. And while in your current job, have you ever taken more than a week of time off from work to care for a seriously ill, injured, or disabled family member, or haven't you?

### Q31/Q32. Combo Table Total Respondents

	%
Had to care for a family member who was seriously ill, injured, or disabled while in your current job	28
Had to take more than a week of time off from work to care for family member	10
Did not have to take more than a week of time off from work to care for family member	18
Did not have to care for a family member who was seriously ill, injured, or disabled while in your current job	72

**(Asked of those who took more than a week off from work to care for a family member who was seriously ill, injured, or disabled; n = 197)**

Q33. And would you say that your place of work was very supportive, somewhat supportive, somewhat unsupportive, or very unsupportive of you taking time off to care for this family member?

Very supportive	Somewhat supportive	Somewhat unsupportive	Very unsupportive	Don't know/ Refused
64	23	7	5	1

**(Asked of those who took more than a week off from work to care for a family member who was seriously ill, injured, or disabled; n = 197)**

Q34. Did you have paid leave from your workplace in order to care for this family member at the time, or didn't you?

Yes	No	Don't know/ Refused
58	38	4

**(Asked of those who took more than a week off from work to care for a family member who was seriously ill, injured, or disabled and had paid leave to do so; n=121)**

Q34a. Did it come from vacation days, sick days, or some other source? *(Multiple responses accepted)*

Vacation days	Sick days	Some other source	Don't know/ Refused
42	34	33	1

#### Q34/Q34a. Combo Table

**Base: Those who took more than a week off from work to care for a family member who was seriously ill, injured, or disabled (n = 197)**

	%
Had paid leave from your workplace in order to care for this family member	58
Paid leave came from vacation days	24
Paid leave came from sick days	20
Paid leave came from some other source	19
Did not have paid leave from your workplace in order to care for this family member	38
Don't know/Refused if had paid leave from your workplace in order to care for this family member	4

**(Asked of those who took more than a week off from work to care for a family member who was seriously ill, injured, or disabled and did NOT have paid leave to do so; n = 68)**

Q34b. Was this a problem for you, or not? (IF YES: Was this a major problem or a minor problem?)

Major problem	Minor problem	Not a problem	Don't know/Refused
41	13	45	1

**(Asked of those who took more than a week off from work to care for a family member who was seriously ill, injured, or disabled and had paid leave to do so; n = 121)**

Q35. And was the paid leave offered by your place of work enough or not enough to meet the needs of your family at the time?

Enough	Not enough	Don't know/Refused
92	8	--

## VII. SUPPORT FOR YOUR HEALTH IN THE WORKPLACE

Q36. Have the following measures been put in place at your workplace?

- a. Information or training provided for staff about health and safety at work

Yes	No	Don't know/ Refused
82	17	1

- b. Measures to prevent health problems or accidents at work? For example, control harmful emissions or safety at machines.

Yes	No	Don't know/ Refused
73	22	5

- c. Measures for people who are returning to work from a long term sickness absence

Yes	No	Don't know/ Refused
52	33	15

- d. Measures for employing people with chronic diseases or disabilities

Yes	No	Don't know/ Refused
42	40	18

- e. Measures to adapt the workplace for older people

Yes	No	Don't know/ Refused
47	43	10

Q37. Overall, would you say your workplace is very supportive, somewhat supportive, somewhat unsupportive, or very unsupportive of you taking steps to improve your personal health?

<b>Very supportive</b>	<b>Somewhat supportive</b>	<b>Somewhat unsupportive</b>	<b>Very unsupportive</b>	<b>Don't know/Refused</b>
54	35	5	4	2

Q38. Overall, would you rate the efforts of your workplace to address the needs of new parents as excellent, good, only fair, or poor?

<b>Excellent</b>	<b>Good</b>	<b>Only fair</b>	<b>Poor</b>	<b>Don't know/Refused</b>
26	37	19	9	9

Q39. When you have a cold or the flu, how often do you still go to work? Always, most of the time, sometimes, rarely, or never?

Always	Most of the time	Sometimes	Rarely	Never	Don't get colds/flu (vol)	Don't know/Refused
26	29	21	12	9	2	1

Q40. When you have a serious illness or injury, or experience a major physical problem, how often do you still go to work? Always, most of the time, sometimes, rarely, or never?

Always	Most of the time	Sometimes	Rarely	Never	Haven't been seriously ill/injured/had physical problem (vol)	Don't know/Refused
10	18	15	19	31	7	*

Q42. Has a doctor or other health care provider ever told you that you have a chronic illness, such as heart disease, lung disease, cancer, diabetes, high blood pressure, asthma or a mental health condition, or haven't they?

Yes	No	Don't know/Refused
27	73	*

Q43. Does any disability or handicap keep you from participating fully in work, school, housework, or other activities?

Yes	No	Don't know/Refused
8	92	*

**(Asked of those who have had a serious illness/injury or a major physical problem or are chronically ill, or have a disability or handicap; n =1117)**

Q44. When you have had any of these problems, have your workplace's policies been helpful to you in managing these problems, harmful, or made no difference?

Helpful	Harmful	Made no difference	Don't know/Refused
31	3	55	11

**(Asked of those who are chronically ill; n = 459)**

Q45. Do you think your current job is good or bad for your chronic illness, or does it not have an impact one way or the other?

<b>Good</b>	<b>Bad</b>	<b>No impact one way or the other</b>	<b>Don't know/ Refused</b>
14	23	61	2

**(Asked of those who have a disability or handicap; n = 111)**

Q46. Do you think your current job is good or bad for your disability, or does it not have an impact one way or the other?

<b>Good</b>	<b>Bad</b>	<b>No impact one way or the other</b>	<b>Don't know/ Refused</b>
16	30	54	*

## VIII. IMPROVING YOUR PERSONAL HEALTH IN THE WORKPLACE

**(Asked of those who do not always work at home; n = 1516)**

Q47. Overall, would you rate the efforts of your workplace to provide (INSERT ITEM) as excellent, good, only fair, or poor?

- a. A healthy work environment

Excellent	Good	Only fair	Poor	Don't know/ Refused
34	41	19	5	1

- b. Healthy food options at work

Excellent	Good	Only fair	Poor	Don't know/ Refused
17	25	20	25	13

- c. Opportunities for physical exercise

Excellent	Good	Only fair	Poor	Don't know/ Refused
24	29	22	23	2

**(Asked of those who do not always work at home; n = 1516)**

Q48. Does your employer provide a smoke-free work environment, or not?

Yes	No	Don't know/ Refused
87	13	*



## WORKPLACE WELLNESS PROGRAMS

Some workplaces offer their employees wellness programs, which include weight management programs, diet and nutrition programs, exercise programs, gym discounts, programs to help workers quit smoking, alcohol or drug rehabilitation programs, stress management programs, or disease management programs for chronic diseases such as diabetes or asthma. \*

Q49. As far as you know, does your place of work offer any of these formal wellness or health improvement programs to help you keep yourself healthy, or does your place of work not offer any of these programs?

Yes	No	Don't know/ Refused
51	44	5

**(Asked of those whose place of work offers any formal wellness or health improvement programs; n = 876)**

Q50. And as far as you know, does your place of work offer workers any kind of financial incentives to participate in these programs, or not?

Yes	No	Don't know/ Refused
47	44	9

### Q49/Q50. Combo Table Total Respondents

	%
Place of work offers formal wellness or health improvement programs	51
Offers financial incentives to participate	24
Does not offer financial incentives to participate	23
Don't know/Refused if offers financial incentives to participate	4
Place of work does not offer formal wellness or health improvement programs	44
Don't know/Refused if place of work offers formal wellness or health improvement programs	5

\* Wellness programs criteria shortened from the Heldrich Center for Workforce Development at Rutgers.

**(Asked of those whose place of work offers any formal wellness or health improvement programs; n = 876)**

Q51. And as far as you know, does your workplace have any kind of financial penalties if workers do not participate in these programs, or not?

Yes	No	Don't know/ Refused
11	83	6

**Q49/Q51. Combo Table  
Total Respondents**

	%
Place of work offers formal wellness or health improvement programs	51
Has financial penalties if workers do not participate	5
Does not have financial penalties if workers do not participate	43
Don't know/Refused if have financial penalties if workers do not participate	3
No, place of work does not offer formal wellness or health improvement programs	44
Don't know/Refused if place of work offers formal wellness or health improvement programs	5

**(Asked of those whose place of work offers any formal wellness or health improvement programs; n = 876)**

Q52. Do you personally participate in any formal wellness or health improvement programs that your place of work offers, or do you not participate in any of these programs?

Yes, participate	No, do not participate	Don't know/ Refused
40	60	*

**Q49/Q52. Combo Table  
Total Respondents**

	%
Place of work offers formal wellness or health improvement programs	51
Yes, participate	20
No, do not participate	31
No, place of work does not offer formal wellness or health improvement programs	44
Don't know/Refused if place of work offers formal wellness or health improvement programs	5

**(Asked of those who participate in a formal wellness or health improvement program; n = 359)**

Q53. How important do you think these programs are to your health? Would you say that they are very important, somewhat important, not very important, or not important at all to your health?

Very important	Somewhat important	Not very important	Not important at all	Don't know/Refused
45	43	9	3	--

**(Asked of those whose place of work offers any formal wellness or health improvement programs; n = 876)**

Q54. As far as you know, does your place of work offer any formal wellness or health improvement programs for your family members to help keep themselves healthy, or does your place of work not offer this type of program?

Yes, offers this type of program	No, does not offer this type of program	Don't know/Refused
36	53	11

**Q49/Q54. Combo Table  
Total Respondents**

	%
Place of work offers formal wellness or health improvement programs	51
Offers formal wellness or health improvement programs for family members	19
Does not offer formal wellness or health improvement programs for family member	27
Don't know/Refused if place of work offers formal wellness or health improvement programs for family members	5
Place of work does not offer formal wellness or health improvement programs	44
Don't know/Refused if place of work offers formal wellness or health improvement programs	5

## IX. EMPLOYMENT AND JOB CHARACTERISTICS

Q1. Are you currently employed full-time, employed part-time, or not employed?

	%
<b>Employed (NET)</b>	<b>100</b>
Full-time	84
Part-time	16

Q2. How many jobs do you currently have?

One	Two	Three or more	Don't know/Refused
87	10	2	1

Q3. In your main job, are you an employer, are you self-employed, or do you work for someone else?

Employer	Work for someone else
6	94

Q5. Does your main job have you working in a single location or from multiple locations?

Single location	Multiple locations	Don't know/Refused
72	27	1

Q55. How long have you worked at your current workplace?

	%
Less than 6 months	9
6 -12 months	13
1-9 years	49
10-19 years	19
20+ years	10
Don't know/Refused	*

Q56. How are you paid at work? Are you mostly paid by a salary, mostly paid by the hour, mostly paid on commission, or mostly paid by tips?

Mostly by a salary	Mostly paid by the hour	Mostly paid on commission	Mostly paid by tips	Other/ Mixed (vol)	Don't know/ Refused
39	55	2	1	3	*

Q48a. Do you see yourself as having a low-paying job, a high-paying job, or an average-paying job?

Low paying job	High paying job	Average paying job	Don't know/ Refused
16	24	59	1

Q57. Thinking about the company or organization that you work for, including all of its locations and worksites, not just your own, would you say that you work for a small company or organization, a medium-sized company or organization, or large company or organization?

Small company or organization	Medium sized company or organization	Large company or organization	Don't know/ Refused
25	28	45	2

Q58. Which of the following best describes the place where you work-at your main job...an office, a factory or manufacturing facility, a store, restaurant, or other retail outlet, a construction site or other outside work site, a school, a hospital, clinic, or medical facility, a warehouse or somewhere else?

	%
Office	30
A school	11
Factory or manufacturing facility	10
A hospital, clinic, or medical facility	10
Construction site or other outside work site	9
A restaurant	6
A store	5
Warehouse	4
Retail outlet	3
Work from home/other people's homes (vol)	2
On the road (vol)	1
Commercial shop (repair shop, etc.) (vol)	1
Residential facilities (retirement home/nursing home/shelter/etc.) (vol)	1
Entertainment facility (stadium/museum/etc.) (vol)	1
Recreational activity facility (gym/bowling alley/dance studio, etc.) (vol)	1
Somewhere else	5
Don't know/Refused	*

Q59. Do you currently work for the federal, state, or local government, or not?

Yes	No	Don't know/ Refused
19	79	2

Q60. Do you belong to a union at your workplace, or not?

Yes	No	Don't know/ Refused
13	87	*

## X. DEMOGRAPHICS

D61. Would you describe the state of your own personal finances these days as excellent, good, only fair, or poor?

Excellent	Good	Only fair	Poor	Don't know/ Refused
14	41	32	12	1

D62. In general, how would you describe your own health—excellent, very good, good, fair or poor?

Excellent	Very good	Good	Fair	Poor	Don't know/ Refused
14	23	41	17	4	1

D63. Are you a current smoker, former smoker or have you never smoked?

Current smoker	Former smoker	Never smoked	Don't know/ Refused
15	24	61	*

## GENDER

Male	Female
53	47

D64. Are you currently married, living with a partner, divorced, separated, widowed, or have you never been married?

	%
Married	56
Living with a partner	8
Divorced	8
Separated	1
Widowed	2
Never been married	24
Don't know/Refused	1

**(Asked of those who are married or living with a partner; n = 1019)**

D65. Is your spouse or partner now employed full time by someone else, part time by someone else, self-employed, or not employed?

Employed full time by someone else	Part time by someone else	Self employed	Not employed	Don't know/Refused
58	8	9	25	*

D66. Do you have any children under age 18?

Yes	No	Don't know/Refused
43	57	*

D67. Are you, yourself, now covered by any form of health insurance or health plan? This would include any private insurance plan through your employer or that you purchase yourself, as well as a government program like Medicare or Medicaid.

Yes	No	Don't know/Refused
90	10	*



D68. In politics today, do you consider yourself a Republican, a Democrat, or an Independent?

<b>Republican</b>	<b>Democrat</b>	<b>Independent</b>	<b>Don't know</b>	<b>Refused</b>
21	31	36	8	4

**(Asked of Independent Respondents or respondents who don't know or refused political affiliation; n = 737)**

D69. Do you think of yourself as closer to the Republican party or to the Democratic party?

**D68/D69. Combo Table**  
**Total Respondents**

	<b>%</b>
Republican (incl leaners)	33
Democrat (incl leaners)	46
Independent	12
Don't know	5
Refused	4

D70. What is your age?

D71. Could you please tell me if you are...?

18-29	30-49	50-64	65 or older	Don't know/Refused
26	45	25	4	--

D72. What is the last grade or class that you completed in school?

	%
<b>High School or Less (NET)</b>	<b>39</b>
None, or grade 1-8	3
High school incomplete (grades 9-11)	7
High school graduate (grade 12 or GED certificate)	25
Business, technical, or vocational school after high school	4
<b>Some college, no 4-year degree</b>	<b>24</b>
<b>College + (NET)</b>	<b>37</b>
College graduate (B.S., B.A., or other 4-year degree)	21
Post-graduate training or professional schooling after college (e.g., toward a master's degree or PH.D; law or medical school)	16
Don't know/Refused	*

D73. Are you, yourself, of Hispanic or Latino background?

D75. Do you consider yourself to be white, black or African-American, Asian American, or some other race?

### Race Summary Table

#### Total Respondents

	%
White non-Hispanic	62
Black non-Hispanic	12
Hispanic	17
Asian	4
Other	4
Don't know/Refused	1

**(Asked of landline respondents; n = 451)**

L1. Now thinking about your telephone use... Does anyone in your household, including yourself, have a working cell phone?

**(Asked of cell phone respondents; n = 1150)**

C1. Now thinking about your telephone use, is there at least one telephone INSIDE your home that is currently working and is not a cell phone?

**L1/C1. Combo Table****Total respondents**

Landline only	Both LL and Cell	Cell phone only	Don't know/Ref
2	43	55	*

**(Asked of those who have a cell phone; n = 1579)**

C3. How many different cell phone numbers do you personally answer calls on?

0	1	2	3	4	5+	Don't know
1	86	10	1	1	1	1

**(Asked of those who have a landline; n = 863)**

C3a. How many telephone numbers does your household have that I could have reached you on? Not extensions, but different telephone numbers, not counting cell phones?

1	2	3	4	5+	Don't know
87	7	2	2	1	2

HH1/DHH1. How many adults 18 or older live in your household? Please include yourself and all the adults who live with you.

	%
1	17
2	52
3	18
4	8
5	2
6	1
7 or more	1
Don't know/Refused	1

### Income Summary Total Respondents

	%
<b>Less than \$50,000 (NET)</b>	<b>36</b>
Less than \$15,000	5
\$15,000 but less than \$25,000	8
\$25,000 but less than \$30,000	5
\$30,000 but less than \$40,000	9
\$40,000 but less than \$50,000	8
Less than \$50,000 (unspecified)	1
<b>\$50,000 but less than \$100,000 (NET)</b>	<b>31</b>
\$50,000 but less than \$100,000 (unspecified)	1
\$50,000 but less than \$75,000	18
\$75,000 but less than \$100,000	13
<b>\$100,000 and over (NET)</b>	<b>25</b>
\$100,000 and over (unspecified)	*
\$100,000 but less than \$150,000	14
\$150,000 but less than \$200,000	6
\$200,000 but less than \$250,000	2
\$250,000 and over	3
Don't know	3
Refused	5